

# WOMEN, THE MINIMUM WAGE, AND THE WAGE GAP, STATE BY STATE

May 2015

www.nwlc.org



State	Share of minimum wage workers who are women	Minimum wage	Tipped minimum cash wage	Women who would get a raise if the minimum wage were \$12.00 by 2020	What a woman makes for every dollar a man makes		
					Woman	Black woman	Latina
					Man	White, non-Hispanic man	White, non-Hispanic man
<i>United States</i>	<i>Nearly two-thirds</i>	<i>\$7.25</i>	<i>\$2.13</i>	<i>19,574,000</i>	<i>78.3¢</i>	<i>63.7¢</i>	<i>56.5¢</i>
Alabama	About two-thirds	\$7.25	\$2.13	365,000	75.6¢	56.8¢	49.3¢
Alaska	About half	\$8.75	N/A*	25,000	76.1¢	58.9¢	59.0¢
Arizona	More than half	\$8.05	\$5.05	404,000	83.6¢	67.5¢	53.6¢
Arkansas	About three-quarters	\$7.50	\$2.63	211,000	76.9¢	65.7¢	52.7¢
California	Nearly six in ten	\$9.00 <sup>1</sup>	N/A*	1,967,000	83.9¢	63.8¢	43.6¢
Colorado	About six in ten	\$8.23	\$5.21	250,000	79.8¢	63.7¢	53.8¢
Connecticut	More than six in ten	\$9.15	\$5.69-\$7.46 <sup>2</sup>	192,000	78.1¢	58.6¢	47.5¢
Delaware	About two-thirds	\$7.75	\$2.23	59,000	82.6¢	68.6¢	57.2¢
District of Columbia	More than half	\$9.50	\$2.77	— <sup>3</sup>	91.3¢	53.9¢	49.8¢
Florida	More than half	\$8.05	\$5.03	1,273,000	84.3¢	61.7¢	59.5¢
Georgia	About six in ten	\$7.25	\$2.13	649,000	82.7¢	62.7¢	48.1¢
Hawaii	More than half	\$7.75	\$7.25 <sup>4</sup>	73,000	83.3¢	72.4¢	65.8¢
Idaho	Nearly six in ten	\$7.25	\$3.35	114,000	76.0¢	91.5¢	51.9¢
Illinois	More than half	\$8.25	\$4.95	808,000	79.0¢	63.4¢	46.7¢
Indiana	About two-thirds	\$7.25	\$2.13	507,000	73.8¢	67.0¢	54.4¢
Iowa	More than six in ten	\$7.25	\$4.35	241,000	77.5¢	61.0¢	56.7¢
Kansas	About six in ten	\$7.25	\$2.13	211,000	78.9¢	65.0¢	51.3¢
Kentucky	More than six in ten	\$7.25	\$2.13	310,000	77.7¢	68.1¢	57.0¢
Louisiana	Nearly eight in ten	\$7.25	\$2.13	316,000	65.9¢	49.1¢	53.4¢
Maine	About seven in ten	\$7.50	\$3.75	95,000	80.6¢	57.8¢	83.1¢
Maryland	Nearly six in ten	\$8.00	\$3.63	316,000	85.5¢	69.7¢	46.6¢
Massachusetts	About two-thirds	\$9.00	\$3.00	302,000	81.6¢	60.9¢	49.6¢
Michigan	More than six in ten	\$8.15	\$3.10	627,000	75.3¢	66.2¢	54.5¢
Minnesota	About six in ten	\$8.00 <sup>5</sup>	N/A*	319,000	80.0¢	63.5¢	54.1¢
Mississippi	Nearly six in ten	\$7.25	\$2.13	192,000	76.8¢	55.3¢	57.1¢
Missouri	About six in ten	\$7.65 <sup>6</sup>	\$3.83	428,000	79.0¢	68.2¢	59.1¢
Montana	About two-thirds	\$8.05	N/A*	76,000	73.5¢	60.4¢	57.7¢
Nebraska	About two-thirds	\$8.00	\$2.13	143,000	74.1¢	61.4¢	52.8¢
Nevada	More than half	\$8.25 <sup>7</sup>	N/A*	187,000	83.3¢	63.8¢	53.4¢
New Hampshire	About seven in ten	\$7.25	\$3.26	85,000	78.4¢	61.0¢	64.0¢
New Jersey	About six in ten	\$8.38	\$2.13	410,000	80.0¢	58.4¢	43.7¢
New Mexico	About two-thirds	\$7.50 <sup>8</sup>	\$2.13 <sup>8</sup>	129,000	81.8¢	62.8¢	55.1¢

**WOMEN, THE MINIMUM WAGE, AND THE WAGE GAP, STATE BY STATE, continued.**

May 2015

www.nwlc.org



State	Share of minimum wage workers who are women	Minimum wage	Tipped minimum cash wage	Women who would get a raise if the minimum wage were \$12.00 by 2020	What a woman makes for every dollar a man makes		
					Woman	Black woman	Latina
					Man	White, non-Hispanic man	White, non-Hispanic man
New York	More than half	\$8.75	\$4.90-\$5.65 <sup>2</sup>	1,028,000	85.8¢	66.3¢	54.4¢
North Carolina	About two-thirds	\$7.25	\$2.13	726,000	82.8¢	62.7¢	46.3¢
North Dakota	About seven in ten	\$7.25	\$4.86	45,000	70.2¢	60.3¢	44.7¢
Ohio	More than six in ten	\$8.10	\$4.05	830,000	77.3¢	65.1¢	61.1¢
Oklahoma	About six in ten	\$7.25	\$2.13	240,000	74.9¢	61.7¢	49.4¢
Oregon	More than six in ten	\$9.25	N/A*	177,000	80.5¢	68.8¢	50.7¢
Pennsylvania	Nearly three-quarters	\$7.25	\$2.83	831,000	76.4¢	69.3¢	54.9¢
Rhode Island	More than half	\$9.00	\$2.89	61,000	82.1¢	56.8¢	50.4¢
South Carolina	Nearly six in ten	\$7.25	\$2.13	344,000	77.9¢	57.6¢	52.4¢
South Dakota	About half	\$8.50	\$4.25	61,000	75.1¢	63.9¢	61.6¢
Tennessee	More than half	\$7.25	\$2.13	448,000	82.7¢	68.8¢	49.7¢
Texas	More than six in ten	\$7.25	\$2.13	1,886,000	78.6¢	58.7¢	44.2¢
Utah	About half	\$7.25	\$2.13	203,000	69.9¢	56.8¢	45.2¢
Vermont	More than half	\$9.15	\$4.58	30,000	83.0¢	77.5¢	69.8¢
Virginia	About two-thirds	\$7.25	\$2.13	515,000	79.2¢	58.7¢	51.7¢
Washington	About six in ten	\$9.47 <sup>9</sup>	N/A*	308,000	79.8¢	62.4¢	46.5¢
West Virginia	Nearly six in ten	\$8.00	\$2.40	127,000	69.4¢	60.0¢	49.7¢
Wisconsin	More than half	\$7.25	\$2.33	392,000	78.8¢	62.2¢	52.8¢
Wyoming	About half	\$7.25	\$2.13	36,000	69.3¢	55.0¢	49.6¢

\* N/A indicates that the state does not allow employers to count tips toward wages (i.e., does not allow a "tip credit"). The state's minimum wage applies equally to tipped and non-tipped workers.

<sup>1</sup> \$9.75 in San Diego, \$10.00 in Berkeley, \$10.30 in San Jose, \$12.25 in San Francisco & Oakland.

<sup>2</sup> Tipped minimum cash wages vary by occupation.

<sup>3</sup> Data not available.

<sup>4</sup> Tip credit only allowed if the total compensation employee receives from employer plus tips equals at least 50 cents more than the full minimum wage (maximum tip credit = 50 cents).

<sup>5</sup> \$7.25 for employers with gross sales of less than \$500,000.

<sup>6</sup> \$7.25 for retail or service employers with gross income of less than \$500,000.

<sup>7</sup> \$7.25 if employer provides health insurance.

<sup>8</sup> Min. wage is \$8.75 in Albuquerque, or \$7.75 if employer provides health and/or child care benefits; \$10.84 in Santa Fe, counting health and child care benefits as wages. Tipped min. wage in Albuquerque is \$5.25.

<sup>9</sup> \$10 or \$11 in Seattle, depending on business size and benefits provided.

Sources: *Share of minimum wage workers who are women*: NWLC calculations based on unpublished U.S. Department of Labor (DOL), Bureau of Labor Statistics annual averages for 2014 for all wage and salary workers. "Minimum wage workers" refers to workers making the minimum wage or less. Calculating the precise share of women minimum wage workers is not possible in all states due to the increments by which wages are reported. *Minimum wages*: DOL, Minimum Wage Laws in the States, Jan. 1, 2015. *Tipped minimum cash wages*: DOL, Minimum Wages for Tipped Employees, Jan. 1, 2015. *Women who would get a raise*: Economic Policy Institute, State tables, Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020 (May 2015). *What a woman makes for every dollar a man makes*: NWLC calculations of the ratios of female and male median earnings in 2013 dollars for full-time, year-round workers. National earnings ratios are based on Current Population Survey, Annual Social and Economic Supplement, 2014. State earnings ratios for men and women overall are based on 2013 American Community Survey (ACS). State earnings ratios for Black women and Latinas compared to white, non-Hispanic men are based on 2011-2013 ACS Three-Year Estimates.